

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Equal Employment Opportunities

FROM:

EXTENSION

NO.

DATE

11 April 1985

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1.

D/EEO

2.

D/OP (cc forwarded)

3.

DDO (cc forwarded)

4.

DCI Ex DIR

5.

DDC1

6.

DCI

7.

8.

DDO

9.

10.

11.

12.

13.

14.

15.

1 - 4 - I share

concerns not just for the Directorate of Operations, but for the entire Agency. It should be noted, however, that much is being done to recruit minorities and women by Office of Personnel recruiters, the Office of Equal Employment Opportunity and officials in each of the Directorates.

I plan to meet with the Directorate heads in the near future to address the issue of advancement for senior minority and female officers.

AVON HARDING

5-6

Clair - I think we owe

an answer

DCI
EXEC
REG

SECRET

SECRET

MEMORANDUM FOR: Director of Central Intelligence

VIA: Director of Equal Employment Opportunities
Director of Personnel
Deputy Director for OperationsFROM:

SUBJECT: Equal Employment Opportunities

1. During the recent Black History Month program, you mentioned during the introduction of Carl Rowan, the guest speaker, that during his five years of government service, he served as an Undersecretary of State, the highest position held by a black in the State Department at that time. At that moment, it occurred to me this was over twenty years ago and I immediately reflected on the highest position attained by a black officer, at Headquarters, in the thirty (30) year history of the DDO. The highest position attained, thus far, by a black officer has been that of a Branch Chief, and there have been only a few black officers appointed to this position. Currently, there is one black officer serving as a Branch Chief. Moreover, on a related statistic, there has not been a black officer promoted to the Senior Intelligence Service (SIS) ranks in the entire history of the DDO, with only a few black officers having been promoted to the GS-15 grade. The result is that because black officers enter the GS-14 and GS-15 grades much later than white officers, the black officers are appointed to first echelon managerial positions (Branch Chiefs) only a few years before retirement.

2. As you noted in your remarks, blacks are as dedicated and as involved in achieving success in all aspects of this Agency's various missions as any other group of employees. However, it is obvious that they are not represented in the DDO's SIS ranks or even in first echelon managerial positions in Headquarters which would lead them to consideration for promotion to these ranks.

3. I have not written this memorandum to request any special treatment for black officers but only to call your attention to the fact that senior management should take a serious look at whether black officers are receiving fair treatment and afforded equal opportunities to progress in the Agency.

SECRET